

STATE OF CALIFORNIA
OFFICE OF THE ADJUTANT GENERAL
2829 Watt Avenue
P.O. Box 214405
Sacramento, California 95821-0405

CAL ARNG Training Circular
No. 43-1

CORRECTED COPY

24 February 1992

Maintenance
MAINTENANCE TRAINING POLICY

1. **PURPOSE.** The purpose of this circular is to establish the overall concept for a total Maintenance Training Program for the CAL ARNG. It is intended to enhance the individual maintenance skills of unit personnel from unit level PMCS through DS/GS level training for maintenance units, and provide comprehensive MOS Sustainment Training.
2. **SCOPE.** This guidance is applicable to all CAL ARNG units.
3. **RESOURCES.**
 - a. To assist the commander, all full-time maintenance activities, both organizational and direct support/general support will be available on weekends and during the technician work week to teach maintenance tasks and procedures to M-Day maintenance personnel. This commitment of full-time personnel and facilities will provide an excellent source of formal instruction and on the job training for soldiers during scheduled IDT periods or split-unit training. Coordination with the Directorate of Maintenance is key to maximizing this resource.
 - b. In addition, the Surface Maintenance Manager has ADSW funding as a resource for maintenance training. This is available by submitting a NGB Form 102-10 through your supporting OMS to the Directorate of Maintenance.
 - c. A Maintenance Assistance and Instruction Team (MAIT) is available upon request from the Directorate of Maintenance. The MAIT will assist commanders in assessing overall status of maintenance in their unit and will also instruct unit personnel in proper maintenance procedures. Request for this resource should be sent to OTAG, ATTN: CAMN-MR.
 - d. Regional Training Sites-Maintenance (RTS-M) are geographically located, and staffed with highly qualified instructors. They have a full range of courses to qualify unit personnel on maintenance tasks and procedures. Personnel may attend in any status deemed appropriate, however, IDT and AT are recommended. There are two RTS-M's in California, one at Camp Roberts that provides various types of maintenance training, and one at Sacramento Army Depot which is a "High Tec" training site for electronics equipment.
4. **RECOMMENDATIONS.**
 - a. Results from the units previous Command Maintenance Evaluation Team visit provide excellent data to the status of the commanders maintenance program. To improve the units maintenance program, commanders should use this data and correct all noted deficiencies.
 - b. Soldiers assigned to a maintenance MOS who are not qualified must be considered for priority attendance at a qualifying or MOS producing course in lieu of Annual Training with their unit.

24 February 1992

c. Soldiers assigned to and qualified in a maintenance MOS should be afforded the opportunity to attend RTS-M or other sustainment courses, also in lieu of Annual Training. The short term loss of these soldiers from training can pay long term benefits in readiness.

5. As a means of improving unit maintenance proficiency, a minimum of 25% of all unit level scheduled maintenance must be accomplished by the unit. Staff analysis has determined this to be an attainable objective, and visits to successful units demonstrates this to be a reasonable expectation.

6. The role of the commander cannot be over emphasized in resolving maintenance issues. Doctrine and regulation assign him or her primary responsibility for that level of training and maintenance performance. Inherent responsibilities include assessment of skill level, exploration of training opportunities, determination of available resources, coordinating resources with opportunities, monitoring performance, and evaluating results.

(CAOT)

BY ORDER OF THE GOVERNOR:

OFFICIAL:

JOHN D. TYRRELL
LTC (CA), FA, CAL ARNG
Director, Office of Administration

ROBERT C. THRASHER
Major General
The Adjutant General

DISTRIBUTION

A